

---

## *Promising Practice Fact Sheet – Workforce Development Area Resources for Community and Human Services (ARCHS) SWIFT PROGRAM (SUCCESSFUL WORK INCENTIVES FOR TANF COMMUNITY PARTNERSHIP) - Missouri*

---

### **Program**

**Description:** Subsidized jobs program for TANF clients in sanction. Run by nonprofit, with strong partnership with private employers.

**Target Population:** TANF clients in sanction

**Goal:** To help clients stay on track and retain long-term employment.

**Cost:** Annual cost - \$1.3 million for 2010 (program start date: 2008)

**Evidence:** Unaware of any formal evaluation conducted on this program. Evidence documented is based on outcomes tracked by the SWIFT program.

**Caseload Data:** Annual enrollment about 180 clients, average case load is 35 clients

### **Services Overview:**

- A private 501c3 not-for-profit organization, ARCHS serves as the official "Community Partnership" for the Greater St. Louis Region on behalf of the State of Missouri. SWIFT is one of the programs they administer.
- ARCHS' partnerships provide "wrap around support services" ranging from childcare, healthcare, budgeting, transportation, housing, substance abuse prevention, mental health and other services to make sure people stay on track and retain long-term employment.
- A job developer markets the program, not individual clients. This position reports to ARCHS who deals with community partners (worksites). If worksite has an issue with parent, the job developer is contacted who then contacts the case manager for follow-up. One worksite = one program contact (job developer).
- 60 day follow-up post unsubsidized employment placement.
- Twenty-five to 35 hours/week at worksite with remaining time working on issue resolution.

**Eligibility:** Participant must be a TANF client in sanction.

### **Findings:**

- Since 2008, 248 TANF recipients have had their sanctions removed.
- More than eighty clients have been placed into full-time unsubsidized employment. This has added \$11,000 to each person's household income.
- ARCHS maximizes funding/resources. Over eighty area employers have donated more than \$750,000 worth of training and supervision.

### **Implications for policymakers and program developers to consider:**

- There is strong partnership with private sector employers. SWIFT has more private employer worksites than non-profit worksites. Reasons for success: lowers their cost for recruiting, training, retention.

- Partners buy into the model so they understand clients aren't immediately "work ready." With good training, time, and workplace mentoring, the client should be permanently hired by the employer.
- Placement into real job gives parents the message that "you are worthy of a job."
- Large employers are more apt to have opportunities for advancement; a visible career ladder. E.g. Marriott hotels hire through SWIFT.
- A job developer markets the project, not individual clients. This position reports to ARCHS who deals with community partners (worksites). If worksite has an issue with parent, the job developer is contacted who then contacts the case manager for follow-up. One worksite = one program contact (job developer).

**Resources:**

Source: Antona Jones, Director of Partnerships and ARCHES' website.

DRAFT